Salaries

TABLE 1 Daweighted Average (Mean) Hinimum and Haximum Teacher Grid Salaries By Board Type, Category/Group and

	Categos	y D			Category C				● Category B			
Yrs. to Nex.	Elem. Min.	Hax.	Hin.	Nex.	Elem. Min.	Hax.	R.C.S.S. Min.	Hax.	Elem. Min.	Hax	R.C.S.	S. Max.
4												
5		19.814										
6	15,384	20,559	14,895	20,478								
7		19,460	14,828			22,635						
8		21.210	15,200	23,000	16,593	24,063			15,649	24,817		
9	(3)	()		16,340	24,142	15,813	24,482	16.870	26.770		
1.0			14,640	21,228	(8)	15,839		18.112	27.870	16.837	27,279
1			(2	}		25,842	(4			27,414	17,574	
.2					(17,355	5) 28,456 1)	17,360	3) 28,336 1)
	16 067	20 316	1A 979	20.097	16 200	24 013	15 825	24.431	17.347	27 383	17.141	27.755

	Categor	y Al/Grou	p 1			Category A2/Group 2						
Yre. to Max.	Elen. Min.	Hax.	Sec. Ma.	Haz.	R.C.S.		Elen. Min.	Hax.	Sec. Min.	Hex.	R.C.S.S Hin.	Hax.
9				35,508					20.508	33,770		
2.0	19,640	32,438	19,131	32,212	18,871	30,330	20,302	34,520	19,945	34,430	19,854	33.04
2.1	18,717	31,716	19,597		18,879	32,598	19,999	33,909	20,583	33,987	19,677	
12	18.942	32,464	18,942	32,464		31,959		33,489		33,666	19,432	34,23
2.3	,	.,	,		,							
Average	18,967	31,959	19,317	32,187	18,782	31,629	19,778	33,906	20,159	34,012	19,654	33,72

	Categor	y A3/Grou	p 3				• Categor	y A4/Grou	ip 4			
Yrs. to Hax.	Elem. Hin.	Hax.	Sec. Min.	Hax.	R.C.S.S Min.		Elem. Rin.	Hex.	Sec. Min.	Nex.	R.C.S. Min.	S. Hax.
9	-		21,514	36,267					22,434	38,000		
10		38,152	21,892		20,779		23,383	41,007	22,41]	40.703	22,505	38,610
11	21,463	37,314	22,107	37,961	22,107		22,653	39,919		40,713	23,539	40,57
12		38,181	21,843		21,142		22,840	40,740		40,500	22,264	
13		36,803	21,624		- (.		21,081	38,480			,	91
14	(2)	(ω1	,			
Average	21,483	37,588	21,882	37,806	21,276	37,335	22,514	40,043	22,922	40,226	22,601	39,77

*Number of grids

NOTES:

 Salaries have not been weighted by the distribution of teachers on the grid.
 Split grids have been annualized; if the number of years to reach maximum has changed, table reflects greater number of years.

Method of Placement

TABLE 2 Method of Category Placement-Qualifications

QECO Programme*	Elem. No. X	R.C.S.S. No. X
QECO 2	2 16.7	- 0.0
QECO 3	8 66.6	7 87.5
Outlined in Agree.	2 16.7	1 12.5
Agreements	12 100.0	8 100.0

May be supplemented through modifications and/or exemptions or may be specific QECO Programme

TABLE 3 Hethod of Category Placement-Ontario

Secondary action	NOT RESCRICTO LAGORATION (ADDA.)
OSSTF	Sec.
Cert. *	No. X
OSSTF 5	1 14.3
OSSTF 6	5 71.4 1 14.3
Not Spec. Agreements	7 100.0
WD COURSE	

^{*}May be supplemented through modifications and/or exemptions

Allowances

TABLE 4 Cost-of-Living

Cost-of-Living Provision	Ele No.		Sec No.	z z	R.C	.s.s.
Provision	7	58.3	5	71.4	2	25.0
Allow. Only	- 4		3		-	
Pold-in Only*	-		-		1	
Pold-in "	3		2		2	
Provision not in Effect		0.0		0.0	_	0.0
IR FLISCE						
No Provision	5	41.7	2	28.6	6	75.0
Agreements	12	100.0	7	100.0	8	100.0

^{*}Adjustment to salary grid.

TABLE 5 Master's Degree

llowance (9)	Ele No.		Sec No.			.S.S.
ess than \$500	-	0.0	-	0.0		0.0
00-549	1	8.3	40.	0.0	2	25.0
50-599		0.0	1	14.2	-	0.0
00-649	2	16.7	-	0.0	-	0.0
50-699	4	33.3	2	28.7	-	0.0
00-749		0.0	2	28.7	-	0.0
50-899	2	16.7	1	14.2		0.0
00 or more	1 2	8.3	1	14.2	**	0.0
o Allow.	2	16.7	-	0.0	6	75.0
greements	12	100.0	7	100.0	8	100.0

Method of Salary Payment

TABLE 6 Hethod of Payment of Principals' Salaries

Mathod of Payment	Ele No.		Sec. No. X	R.C.S.S. Bo. X
Grid + Allow.	6	50.0	- 0.0	7 87.5
Criteria: No Diff.				
Soh. Type/Size Soh. Type/Size	S		-	- 4
and Exp. Sch. Type/Sise	2		-	2
and Qual. Soh. Tupe/Sime	-		-	2
Exp. and Qual.	100		-	_
Other	-		-	-
Sep. Grid	5	41.7	7 100.0	1 12.5
Criterias				
Yre. of Exp.	2		5	Z
Exp. and Qual. Soh. Type/Size	44			
and Exp. Sch. Type/Size	3		2	- "
Exp. and Qual.	3			
Other	-		-	~
Tch. & Sep. Grids	1	8.3	- 0.0	- 0.0
Flat 5 Amt.	-	0.0	- 0.0	~ 0.0
Agreements	12	100.0	7 100.0	8 100.0

Hethod of Payment	Eles No.	I. Z	Sec.		R.C No.	.s.s.
Grid + Allow.	10	83.4	-	0.0	8	00.0
Criteria:						
No Diff.	- 4				7	
Ire. of Exp.	3		-		8	
Sch. Type/Size Sch. Type/Size	3		-		3	
and Exp.	-		-		1	
Sch. Type/Size	-		_		1	
Othar	-		-		-	
Sep. Grid	- 3	8.3	7.1	0.00	-	0.0
Critaria:						
Tre. of Exp.	-		7		-	
and qual.	- 1				-	
Teacher and		0.0	_	0.0		0.0
Sep. Gride	-	0.0				
Flat S Amt.	-	0.0		0.0	-	0.0
Not. Spec.	1	8.3	de	0.0	-	0.0
Not. Spec.		100.0		100.0		100

Employee Benefit Plans

Board

Subsid.

TABLE 8 Soard Subsidization of Employee Benefit Plans

Elem. Sec. R.C.S.S. No. X No. E No. X

On On	1	8.3		0.0	- (
75		0.0	-	0.0	1 17
80	4	33.3	1	14.3	- (
85	2	16.7	1	14.3	2 2!
90	3	25.0	2	28.6	(
95	-	0.0		0.0	2 2
100	5	16.7	_ 3	42.8	3 3
b) Extended Bealth					
75		0.0	-	0.0	2 2
80	2	16.7	-	0.0	- 1
85	2	16.7	1		1 1:
90	2	16.7	1	14.3	- 1
95	-	0.0		0.0	1 1
100	5	41.6		51.4	1 1
No Plan	- 1	8.3	-	0.0	3 3
o) Dental					
50	- 1	8.3	_	0.0	1 1
70	1	8.3	447		
75	3	25.0	3	42.8	1 1
80	2	16.7		0.0	
65	-	0.0		0.0	2 2
90	1	8.3	-	0.0	1 1
95	-	0.0	-	0.0	1 1
	4.	33.4	4	57.2	2 2

0 * 7 \$8.3 5 71.4 4 \$0.0 755							
Insuranos 50-60 - 0.0 - 0.0 2 25.0 75 - 0.0 1 14.3 1 12.5 80 1 8.3 - 0.0 - 0.0 85 2 16.7 1 14.3 - 0.0 90 1 8.3 1 14.3 - 0.0 95 - 0.0 - 0.0 1 12.5 100 8 66.7 4 57.1 4 50.0 f) Limitation on Employee Sensitie	75 85 95 100	1 - 2	0.0 8.3 0.0 16.7	-	0.0 0.0 0.0 14.3	1	12.5 0.0 12.5 0.0
75 - 0.0 1 14.3 1 12.5 80 1 8.3 - 0.0 - 0.0 85 2 16.7 1 14.3 - 0.0 90 1 8.3 1 14.3 - 0.0 91 8.3 1 14.3 - 0.0 95 - 0.0 - 0.0 1 12.5 100 6 66.7 4 57.1 4 50.0 f Limitation on Employee Benefit							
80 1 8.3 - 0.0 - 0.0 85 2 16.7 1 14.3 - 0.0 90 1 8.3 1 14.3 - 0.0 95 - 0.0 - 0.0 - 10.2 100 8 66.7 4 57.1 4 50.0 f) Limitation on Employee Benefit	50-60	0	0.0	-	0.0		
85 2 16.7 1 14.3 - 0.0 90 1 8.3 1 14.3 - 0.0 95 - 0.0 - 0.0 1 12.5 100 8 66.7 4 57.1 4 50.0 f Limitation on Employee Semific	75			- 1		1	
90 1 8.3 1 14.3 - 0.0 95 - 0.0 - 0.0 1 12.5 100 8 66.7 4 57.1 4 50.0 f) Limitation on Dmployee Semerit							
95 - 0.0 - 0.0 1 12.5 100 8 66.7 4 57.1 4 50.0 f) Limitation on Employee Semefit		5					
100 8 66.7 4 57.1 4 50.0 f) Limitation on Employee Benefit							
f) Limitation on Employee Benefit							
Employee Benefit	200		0011				
		8	66.7	5	71.4	- 4	50.0

aplan exists; Board does not contribute towards payment of premium.

12 100.0 7 100.0 8 100.0

Retirement Gratuity

TABLE 9 Retirement Gratuity

tirement ratuity		n. I		2		.s.s.
rovision	12	100.0	6	85.7	7	87.5
umant Crist:						
Supermon. Only	7		6		- 4	
3d. Disarstion	3		107		2	
leaving Prof.	-		-		2	
Spec. Age.	3		-		2	
Sealth	3		-		- 2	
Other	1		40		-	
in. Ser. Req'd: One Year, Dispec.,						
llo Min.	2		3		2	
5	2		2		- 200	
10	8		- 4		2	
15-20	- 3		-		3	
zyable to Estate			5		5	
eath Benefit	3		2		2	
hasing Out	3		-		-	
ther Limitation	8		2		2	
Provision	-	0.0	- 1	14.3	- 1	12.5
greenate	12	100.0	7	100.0	8	100.0

[&]quot;Not mutually exclusive

Leave Plans

TABLE 10 Cumulative Sick Leave (C.S.L.)								
C.S.L.ª	Elem. No. %	Sec. No. I	R.C.S.S.					
Provision	12 100.0	7 100.0	8 100.0					
Max. Days Acc:								
Less than 200	-	-	-01					
200-219	4	3	2					
220-239	2	3	в					
240-299	5	2	-					
300, 400		-	2					
No Max.	I	-						
Varios	-	2	-					
No Accum.	-	40	~					
No Provision	- 0.0	~ 0.0	- 0.0					
Agreements	12 100.0	7 100.0	8 100.0					

^{*}For sick leave purposes.

ABLE 11 Extended A	bsenc	e				
xtended bsence	Ele No.	E.	Sec No.	. z	R.C	.s.s. 2
rovision	9	75.0	5	71.4	7	87.5
in. Serv. Req'd:						
1-4	3		-		145	
14	~		-		2	
lot Spec.	6		5		5	
lo Provision	3	25.0	2	28.6	- 1	12.5
ereements	12	100.0	7	100.0	8	100.0

Rd - Manuetine

No Provision

Agreements

Sabbatical	Sabbatical Elem. Sec. R.C.S.S.										
Leave*	No. I	No. I	No. Z								
Provision	9 75.0	6 85.7	8 100.0								
Min. Serv. Reg'd.											
8	5	2	3								
0	2	2	10								
2	2	2	8								
Not Spec.	I	-	-								
Basic Salary (%):											
50	2	3	2								
55-70	-	2	2								
75	8	3	4								
80-100	1	2	-								
Not Spec.	2										
Subseq. Sero. Req	td.r										
2	2	2	2								
3	6	3	8								
5	-	_	1								
Other	3	2	_								
Not Spec.	1	-									
Det. of Max. No. of Leaves:											
% of Staff											
No. of Staff	2	6	2								

*Provision with longest specified period of absence.

3 25.0 1 14.3 - 0.0

12 100.0 7 100.0 8 100.0

TABLE 13 Maternity, Adoption, Paternity

Leave Provisions	Elem. No. 2	Sec.	R.C.S.S.
Naternity*	10 83.3	5 71.4	5 62.5
1 Sah. Yr.	3	1	-
I Soh. Iro.	5	1	3
Other	2	3	2
b) Adoption	11 91.7	6 85.7	6 75.0
c) Paternity	7 58.3	4 57.1	5 62.5
Agreements	12 100.0	7 100.0	8 100.0

*Beyond provisions of Employment Standards Act.

TABLE 14 Negotiations, Federation Susiness

Leave Provisions	Elem. No. 2		Sec No.		No. Z		
Long-term, for Br. Aff. Off.*	5	41.7	4	57.1	3	37.5	
Short-term, for Fed. Bus. Negotiations	5	41.7 8.3		42.9		75.0	
Agreements	12	100.0	7	100.0	8	100.0	

"Defined as 6 or more days.

Working Conditions

nss Size, f.R.		z.	Sec No.	2	R.C.S.S.		
Class Size	3	25.0	2	28.6	2	25.0	
tus:							
indatory Arideline	2		2		2		
hrideline	2		2		2		
ia. No.:							
ma	-		_		2		
fore than One	-		2				
Combination	- 2		2		10		
Class Size	9	75.0	5	71.4	6	75.0	
P.T.R.	5	41.7	6	85.7	- 1	12.5	
THE:							
hndatory	8		6				
heideline	-		2		2		
10. No.;							
7na	I		3		_		
lore than One	8		2		40		
P.T.R.	- 7	58.3	- 1	14.3	7	87.5	
reements	12	100.0	7	100.0	8	100.0	

TABLE 16 Workload

Provisions	No.		No.		No.	2
Teachers	6	50.0	5	71,4	- 4	50.0
Instruct. Load	-		3		2	
Moon-Time Superv. :						
Req'd.	2		***		-	
Except.	-		80		-	
Both	3		-		***	
Other Superv. 1						
Req'd.	2		2		2	
Example.	-		-		-	
Soth	-		2		8	
Principals '	3	25.0		0.0	7	12.5
Vice-Principals	2	16.7	-	0.0	2	25.0
Other Positions						
of Resp.		0.0	2	28.6	1	12.5
Agreements	12	100.0	7	100.0	8	100.0

Table 17 Staff Allocation

-5-

taff						
llocation	Ele	tm .	Sec		R.4	.s.s.
rovisions	No.	. I	No.	2	No.	2
rincipals	1	8.3	2	28.6	2	25.0
ice-Princ.	5	41.7	3	42.9		0.0
ther Pos.		0.0		00 4		
Of Resp.	Ŧ	8.3		28.8	- 10	0.0
gide. Teachers	î	8.3	4	57.1		0.0
ara-Prof./						
Teacher Aides	5	41.7	2	28.6	3	37.5
ecret'l Ass't.	2	16.7	5	28.6	2	25.0
groementa	12	100.0	7	100.0	8	100.0

Surplus/Redundancy

TABLE 18 Surplus/Redundancy

Elem.

Sec.

R.C.S.S.

Redundancy	No.	I	No. %		No.	X	
Provision	11 9	11.7	7 100	.0	8 10	0.00	
Ractors Consid:"							
Seniority:	2.2		5		8		
Consec. Bd. Exp.	2		4		8		
Total Bd. Exp.	23		5		5		
Total Exp.	10		4		7		
Other	9		3		2		
Type of Contract	7		5		7		
Qualifications	2.2		6		8		
Effectiveness	1		2		2		
Board Discret.	11		6		8		
Other	-		-		3		
Accommodation; 4							
Priority Transfer	2.2		6		в		
Lim. Displace.	2		8		-		
Unlim, Displace.	2		2		2		
Priority Reloc.	2		2		-		
Options in Lieu of Layoff: "							
Perm. Supply	3		2		_		
Retraining	1		3		_		
Sabbatical	-		2		_		
Spea. Assign.	-				-		
Br. Aff							
Spons. Plan	-		1		-		
Leave of Abe.	-		2		-		
Def. Salary	6		5		3		
Red. Teaching	2		3		2		
Options at Layoff: *							
Priority Sweet/							
Oco. /Night School	-		2		-		
Priority Supply	1		2		I		
Priority Recall	22		5		7		
Separation Allow. Early Retire.	8		3		-		
	2		2		1		
Other options	-		-		-		
n Provision	1 8	1.3	- 0.0	3	- [0.0	
greements	12 100	0.0	7 100.0)	8 100	0.0	
Not mutually exclu	siva						

Agreement List

TABLE 21	List of Agreements** Included	in	the	Opervico
	by Agreement Code Number			

• Elementer	у				Secondary				• R.C.	5.8.	
003	029		056		· osi	105° 106		131 ⁴	158		19 18
		048	058	070				.147		178	10
011	035 036	049		073	088		128 127°	151		178 177° 189	20

*Teacher salary grid data only. e*Additions italicized.

Vacancy/Transfer TABLE 19 Vacancy/Transfer

Vacancy/ Transfer Provisions	Ela:	n. Z	Sec No.		R.C.S.S.		
Vacancy-Teachers	5	41.7	2	28.6	4	50.0	
Advance Int. Posting Seniority	4		-		2		
Considered	2		2		2		
Vacancy-Positions of Responsibility	6	50.0	2	28.6	4	50.0	
Advance Int. Posting Seniority	- 4		-		-		
Considered	J		2		2		
Teacher-Req. Transfer	8	66.7	4	57.1	5	62.5	
Board-Initiated Transfer	10	83.3	6	85.7	6	75.0	
Moving /Reloc. Allow.	5		2		1		
Creation of New Positions	2	16.7	3	42.9	4	50.0	
Teacher /Bd. Discussion	2		3		3		
Agreements	12	100.0	7	100.0	8	100.0	

Agreement Status

TABLE 20 Number and Term of Agreements Included in

CHIS ANGLASON							
Agreements	Elem. (1) (2)		Sec. (1) (2)			R.C.S.S. (1) (2)	
Total Possible	76.	76	76	76	48	48	
Incl. in Summary	12	15	10	7	9	8	
Tarm:							
I-yr.	-	-	-		-	_	
let yr. of 2-yr.	-		-		-	-	
2nd yr. of 2-yr.	12	12	9	8	8	2	
lat ur. of 3-ur.	-				-	-	
2nd yr. of 3-yr.		w	I	1	2	2	
3rd yr. of 3-yr.	-	-	-			-	

(1) Salary wrid date (2) All date

Grievance Mediation Successful

in Central Algoma

Nalcolm Stockton - one of the Commission's most experienced third parties - has successfully mediated the assistance in the same manner as it does regular

CAZON A Provincial



Collective Bargaining between School Boards and Teachers, 1982-83

May 1982

Vol. 3 No. 5

No COL

84.9

Agreements

to agreements in effect for 1982-83. All 31 agreements

Settlements: As of date of publication, 3 situations

remain unsettled for 1981-82 (Oxford Sec., Simcoe Votes: Since the last issue of the Overview, the fol-

Bad Faith Bargaining: Simcoe Elem. and Simcoe Sec. of Field Services, has been appointed by the Commission

Sanctions: The following situations which have experi-

Reporting Moves to 1982-83

1981-82 Update

North, and Newc. Sec.

to investigate these matters.

Education Relations Commission

- **Publications Available**
- •1980-81 Individual Summaries: Final Undate •1981-82 Individual Summaries: 7th Update Grievance Arbitration, May 1982
- *Clause File # 21: Staff Allocation Provisions, 1981-82
- *Clause File # 22: Pupil-Teacher Ratio Provisions,
- •Monograph # 25: Insured Benefit Plans and Retirement Gratuities, 1981-82

ERC Conducts Aprila April Training Workshops in June

Pursuant to the duties as outlined in Section 605(1) of the Act, the Commission will conduct the following training workshops for third parties:

a) Fact Finding Workshop, June 2-4

Approximately 35 potential third parties will attend a workshop which is designed to familiarize them

b) Mediation Workshop, June 16-19

About 40 experienced third parties are planning to attend an intensive four-day workshop on mediation, which will consist primarily of a bargaining simulation developed by ERC staff for a similar

Notes

- *The Commission has recently approved a list of arbitrators for grievance disputes, copies of which
- •The following corrections should be made to Teacher Placement 1982:

*The French version of the Commission's Sixth Annual Report, 1980-81 will be included in the mailing to those who receive ERC publications in French. The English version of the Report was sent out in the last mailing and additional copies are available on re-